

## Employees who have disabilities innovate company processes and products

Today more than ever, businesses need people who have a demonstrated ability to adapt to different situations and circumstances. And perhaps more than any other group, people who have a disability possess precisely these attributes. They apply problem-solving skills and different approaches that translates to innovative thinking and fresh ideas that lead to greater efficiencies.

Organizations that hire people who have disabilities report the following outcomes.

- Management strategies increase productivity and attract new talent.
- New uses of technology foster next generation products and services.
- Inclusive teams develop new products and services.
- Customized products and services to increase market appeal.
- Insight to the products and services the marketplace desires is gained.



*Touch-screens began as an accommodation for workers with disabilities, but have now replaced keyboards in many manufacturing, banking and consumer environments because they add value through efficiency. Other innovations originally designed by or for people who have disabilities include:*

<i>Closed captioning</i>	<i>Text messaging</i>
<i>Wireless headsets</i>	<i>Screen readers</i>
<i>Voice activated software</i>	<i>Spell check</i>



For more comprehensive information on how hiring people who have disabilities can lead to innovation for your business, visit the Employer Assistance and Resource Network (EARN) at [www.earnworks.com](http://www.earnworks.com) and use keyword 'innovation.'